

## Take a Ride on MDCD's



With the completion of TalentFreeway, the Michigan Department of Career Development, in partnership with Michigan Virtual University and the Michigan Occupational Information System (MOIS), has created access to some of the best career information in the nation, says Dr. Barbara Bolin, MDCD director. The grand opening of this comprehensive virtual service channel marks the newest and quickest route to providing career development services for Michigan residents.

Lt. Governor Dick Posthumus announced the new Internet site, [www.TalentFreeway.org](http://www.TalentFreeway.org), February 5 at the 2001 Governor's Conference on Career Development in Grand Rapids.

"TalentFreeway encompasses a number of well-known resources, such as the Michigan Talent Bank, MOIS, Michigan Virtual University, as well as new services like the Career

Education Consumer Report, our on-line counseling tools, and internship matching services," said Bolin. "Because all of these wonderful resources can be accessed through one site, it is easy and fun for users to find the career development data they need."

The Consumer Report helps individuals easily "shop" for and find the career education programs best for them. The unique on-line counseling feature allows the participant to access counselor information from the privacy of his or her home. There is also an opportunity to ask the counselor to call for a phone conversation. The internship matching system will help students from high school through post-secondary find meaningful internships with employers who need them.

TalentFreeway can direct people to the education and training programs they need,

help them develop a plan, and assist them to put it in motion with resume and job posting services. There is an "on ramp" to match anyone's interest on TalentFreeway.

Several groups will find the on-line service particularly helpful. These include employers, who can use the site to locate new employees/interns or training programs for them; parents, who can use the site to encourage their children's interest in career exploration or help themselves transition into a new career; and teachers and guidance counselors, to advise students about careers and training providers.

For technical assistance or questions, please call toll free 1-866-MY-GOALS (voice/TTY). For information on the Michigan Works! Service Center locations that provide free Internet access, call 1-800-285-WORKS.

## Deadline Nears for GED Test Takers

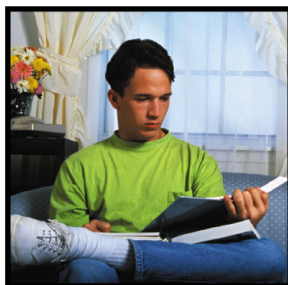
Adults who are in the process of earning a General Educational Development (GED) certificate, or who plan on starting the program this year, must complete all five tests in the current program by fall of 2001—or start all over.

In January 2002, the GED Testing Service in Washington, D.C., will release new tests to replace the current ones. The new series of tests will have an increased emphasis on the demands of the workplace and higher education.

"It is crucial that GED students know that all five tests must be completed, passed, and graded by the deadline because scores from those tests cannot be converted to scores on the new tests," said Dr. Barbara Bolin, director of the Michigan Department of Career Development. "We don't want anyone to be caught by surprise by this change."

The GED is the only exam recognized by all states for the purpose of awarding an equivalent high school completion credential. The GED exam consists of five tests: social studies, science, mathematics, interpreting literature and the arts, and writing skills.

In Michigan, individuals must be at least 16 years old and have been out of a regular school program for one calendar year to be eligible for GED testing. Testing accommodations are available for individuals who have physical or learning disabilities.



During 1999, approximately 30,000 individuals participated in GED testing at 140 testing centers throughout Michigan.

For further information, contact the Michigan Department of Career Development's GED Testing Office at 517-373-1692, or visit

[www.MDCD.org](http://www.MDCD.org) (select "Adult Education/GED" in the Select a Topic Below box; scroll down to GED Test Center Location).

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# The Director's Column

**T**he last three months of 2000 brought some exciting new beginnings and some transitions to the Department and to our career development system.

In October, Lt. Governor Dick Posthumus and I were pleased to announce the Career Education Consumer Report (CECR) and its benefits to Michigan residents. The CECR is a great tool for anyone seeking information on the availability and quality of education and training opportunities.

I was also happy to participate in the Michigan Association of Community and Adult Education conference at Crystal Mountain. It gave me an opportunity to meet with our important partners in adult education and to explain firsthand the benefits of using the Work Keys system in assessing student progress.

**"It is very important that all stakeholders gain insight into the Governor's concerns and vision for economic development through career development."**

— Barbara Bolin, MDCD Director

November marked two major "beginnings." On November 14, the first 12 graduates of Operation Fast Break in Flint were awarded their diplomas. Also, six participants were recognized for proving themselves ready to move from the Step-Up program into Fast Break.

Late in November, Michigan hosted the National Governors' Association Policy Forum. There was a great deal of interest in Governor Engler's efforts to foster a career development system, including his creation of MDCD.

I believe we tend to take this active participation and interest in our work by Gov. Engler and Lt. Governor Posthumus somewhat for granted. I think it is important to note that, at the

NGA Forum, the Michigan delegation received many positive and laudatory comments on that participation and dedication. It doesn't happen in many states around the nation, and we should be very grateful and thankful that our leadership is active in and supportive of our system-building efforts.

The year ended on a very sad note with the loss of Bob Pendleton. We will never be able to replace Bob and the wealth of knowledge and experience he brought to the Department. Within the department, he was loved as a friend and colleague, and across the nation, he was respected and valued as a resource in workforce development.

The Department will also feel keenly the retirement of Kay Penner from the Michigan Works! Association. We have greatly appreciated Kay's work in assisting with the development of the system, and her experience and knowledge have been a tremendous benefit to us all.

The coming year will bring some exciting new initiatives for the Department and the system, as well as the full implementation of others previously begun. In general, the emphasis will be service to our primary customer, the employer. This means, among other things, that our ties with the educational community must be strengthened. I am pleased with the work of the Education Advisory Groups, and I look forward to a continuance/expansion of the creativity they have demonstrated so far.

As we all know, communication is of paramount importance to the successful implementation of our career development



Lt. Governor Posthumus and Dr. Bolin

system. Therefore, I am attempting to establish regular personal conversational opportunities with the presidents of the community colleges and the four four-year universities that fall under Postsecondary Services. I believe these opportunities will allow me to listen to and address their needs and concerns; the meetings will also give me the chance to explain MDCD initiatives and funding opportunities more fully. I hope this personal relationship will make it easier for me to speak on the presidents' behalf to the legislature, to budget decision makers, and to the Governor. I am also attempting to establish similar conversational opportunities with the superintendents of both local and intermediate school districts.

It is very important that all stakeholders gain insight into the Governor's concerns and vision for economic development through career development; it is also very important for all stakeholders to understand the initiatives of the Department and the opportunities that present as a result. I hope these conversations will assist with that understanding.

I wish you good health and happiness in 2001.

*Barbara Bolin*



**T**he Michigan Department of Career Development experienced a deep sense of loss

December 5 with the unexpected passing of Robert T. Pendleton, MDCD's deputy director. He was 60.

"Bob was a consummate professional and a true gentleman," said Dr. Barbara Bolin, MDCD director. "He relished the opportunity to visit our team and partners in the field, to get to know employers through the workforce boards, and to see firsthand the great work in strategic planning that

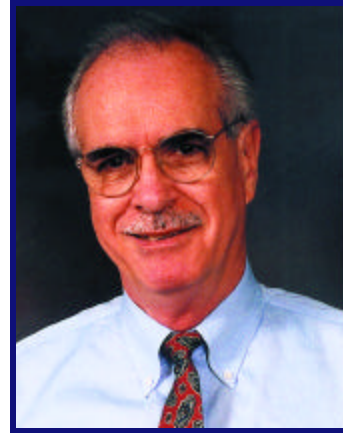
is being done. Bob was particularly pleased to have the opportunity to work closely with veterans representatives, as he was a veteran himself."

A graduate of the University of Massachusetts in Amherst, Mr. Pendleton was commissioned into the U.S. Navy Reserve and served as a Navy Intelligence officer from 1963 to 1967, which included service in Vietnam. He also earned a Master of Labor and Industrial Relations degree from Michigan State University.

He served the State of Michigan for 32 years, starting

as a manpower administrator with the Department of Labor and continuing in the realm of workforce development with the Michigan Jobs Commission and, most recently, MDCD.

Mr. Pendleton leaves his wife of 35 years, Barbara, three sons, and two grandchildren.



Robert T. Pendleton

## Funds Will Help Schools Design Curricula

Michigan education and training providers have a new resource available to assist them in developing the skills required by employers in their local area.

Last October, the Michigan Department of Career Development (MDCD) announced the availability of \$30 million over three years to help educational institutions develop competency-based, outcome-oriented curricula in partnership with business and industry.

The funding requires applicants to join with one or more businesses to develop a "full competency analysis" for the occupational area selected for training. The full competency analysis uses Work Keys to profile the occupation and determine the academic and academic-related skill levels necessary to learn the job.

However, the full competency analysis must go beyond the Work Keys profile to also determine the higher academic and technical requirements of the

occupation. These requirements are then converted into a curriculum that requires students to demonstrate competence as defined by clearly stated criteria and standards of performance.

Training on the development of a competency analysis and on conversion of the analysis to a curriculum is being provided by MDCD. For more information, call Tim Kelly at (517) 241-4000.

Any education and training provider, including community colleges, public and private universities, intermediate school districts, public and private secondary education agencies, and private proprietary schools, may apply for funds.

Schools and colleges that have received grants to date are:

**Oakland Community College**, \$246,820, to design a PC user support technician and operating systems technician certificate program.

**Delta College**, \$155,830, to develop competency-based curricula for three occupations:

network management/systems; computer systems technician/equipment repair/maintenance; and IT software applications.

**Oakland Schools**, \$150,000, to expand its competency-based curriculum for advanced manufacturing and simulation technology.

**Kalamazoo Valley Community College**, \$122,650, to design the Tier III curriculum for an automotive/metal working occupational cluster.

**Saginaw City Schools (Saginaw Career Complex)**, \$105,834, to develop a competency-based curriculum for chemical processing technology.

**St. Clair County Community College**, \$46,350, to develop a competency-based curriculum for a gas chromatographer.

Funds are awarded on a quarterly basis with applications due each July 31, October 31, January 31, and April 30. The complete application package is available on the MDCD website at [www.MDCD.org](http://www.MDCD.org), or may be requested by calling (517) 241-4000.



## Robotics Competition Stirs Interest in Science

**T**he excitement of the FIRST Robotics Competition is coming to Grand Rapids and Ypsilanti in March thanks, in part, to the Michigan Department of Career Development (MDCD). FIRST is the acronym for "For Inspiration and Recognition of Science and Technology." The FIRST Robotics Competition is a national engineering contest designed to inspire curiosity and create interest in science and mathematics among high school students.

MDCD has joined with industry and educational leaders to sponsor both the West Michigan Regional Competition, scheduled for March 9–10 at the Grand Rapids Grand Center, and the Great Lakes Regional Competition, which will be held March 22–24 at Eastern Michigan University. High school students from Michigan

as well as from neighboring states will be competing.

Students team up with teachers, engineers, and other professionals from corporations and universities to design and build robots during an intense six weeks. The corporations also provide mentoring as well as financial support for the teams.

The regional contests will culminate in the national competition April 5–7 in Orlando.

The collaboration among the students, teachers, engineers, other professionals, corporations, and universities helps demonstrate the important connection between class-



In last year's competition, Zeeland High School students observe fine grinding with an employer mentor.

room instruction and real-world applications.

"We are very excited to sponsor the FIRST Regional Competitions," Dr. Barbara Bolin, MDCD director, said. "The students learn a great deal, and the mentors gain the satisfaction that comes from helping young people learn new things."

**For more information, visit [www.usfirst.org](http://www.usfirst.org).**

## Funds Offered for More Fast Break Sites

The Michigan Department of Career Development (MDCD) has announced the availability of funds to help support the implementation of 10 to 12 additional Operation Fast Break sites throughout the state.

Operation Fast Break is a basic skills training program for individuals age 16 and above that uses an accelerated and

intensive computer-assisted learning model. Currently operating in Flint and Benton Harbor, the program prepares people for entry-level career track employment or entry into college.

Agencies eligible to apply for funding include private-sector employers, local public or private K–12 schools, intermediate school districts, community colleges, and adult education providers. Agencies may apply individually or collaboratively for funds.

Funds are intended primarily to defray capital start-up costs, such as purchases/leasing of the net ware learning software, file server, printers, networking of computers, curricular materials, and assessment instruments.

At the Flint location, Mott Community College operates Fast Break in partnership with Career Alliance and the Flint Community Schools. In Benton Harbor, the Workforce Skills Development Center is in partnership with Berrien/Cass/VanBuren Michigan Works!

A new site will be opening soon in Owosso, operated by Baker College in partnership

with Career Alliance. In addition, it is anticipated that several new sites in Detroit will have programs operating by early May.

In November, Michigan's first Operation Fast Break graduates in Flint received their certificates. Average final Work Keys assessment scores among these graduates rose two levels in reading and math and one level in teamwork and locating information. Seventy-five percent of the graduates either gained employment or are pursuing further education.

The Operation Fast Break application package can be found on MDCD's Web site, [www.MDCD.org](http://www.MDCD.org). Funding through this application is not intended to fully fund Operation Fast Break. Rather, it is expected that existing resources will be used to support program operation.



Ezekiel Kenebrew, Jr., a graduate of Operation Fast Break in Flint, and his mother, Katherine Kenebrew

# Cooperation is the Key in Workforce Development

—By John “Mac” MacIlroy, President and CEO,  
Michigan Manufacturers Association

**A**ccess to a skilled workforce—one that can compete in a global marketplace to produce world-class products and deliver competitive services—has become the critical issue for all businesses. In my view, no other issue will have a greater influence on the growth of our economy. Both the expansion of existing business and the attraction of new companies to Michigan are driven, in large part, by the presence of a highly skilled, motivated, and productive workforce.

But how do we prepare current and future workers for the challenges ahead? I believe it will take a cooperative effort to match needs with resources and solutions. Effective links must be made between the employer community and the training and educational resources available in our state.

Michigan is fortunate to have in place the foundations for this effort, including exceptionally strong community colleges and universities, technical training programs, government agencies, employer-based educational programs, and trade academies—all focusing on improving Michigan's workforce.

Yet, to ensure that tomorrow's workers are adequately prepared for

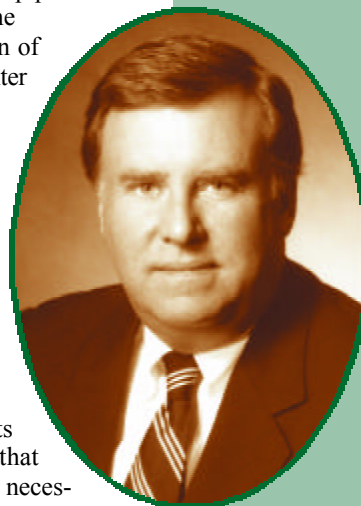
tomorrow's jobs, we must continue to improve and build on these systems to meet changing needs. I am very aware of the responsibility carried by the employer community to help provide the direction, resources, and commitment to support this full effort.

A critical first step, in my judgment, must include developing tools and a common language to reach shared workforce development goals. For a number of years, I have worked with manufacturers and American College Testing (ACT) to introduce the Work Keys™ system. This approach—providing both employers and students with a common benchmark for evaluating job demands and skills, and a structure to help create needed links between success in school and in the workforce—has been an exceptionally effective tool to begin building a strong workforce development network.

At MMA, one of our most successful efforts, the MMA Plant Tour Program, has opened the doors of dozens of Michigan companies to school children and educators so they can see firsthand the excellent career opportunities available in industry. We have also worked to expand training opportunities through support of public school academies and the School-to-

Registered Apprenticeship program. And we help promote programs through the National Association of Manufacturers' Center for Workforce Success.

Other steps are critical, too. Students must be encouraged to see the connection between education and their future as successful, productive citizens. Parents need to understand that their children don't necessarily need to go to traditional four-year college programs to have rewarding careers. Employees must take advantage of the resources available that can give them the skills to excel at a new career or move ahead in their current job. And businesses need to take advantage of available educational systems and tools, and push for other new and creative solutions. As someone once warned, “Education is like an airplane ... it simply has to work every time.” That commitment must become an essential moving force in all efforts to improve our workforce development system. I invite all businesses to join with us in this team effort—we have no other choice.



## Get Involved in Career Prep Planning!

Parents, educators, and other Michigan residents who want their voices heard in the strategic planning process for new career preparation funds are encouraged to contact their regional career preparation coordinator or school district superintendent.

The state's 25 Workforce Development Boards, in concert with Education Advisory Group (EAG) chairs and intermediate and local

school district officials, began last month to build three-year implementation plans for career preparation funds. Authorized under the State School Aid Act, the funds are awarded annually for use in K-12 education.

The individual plans—for the period July 1, 2001, to June 30, 2004—will describe how each region intends to implement components of Michigan's career preparation system.

These components currently are: academic preparation, career development, workplace readiness, professional & technical education, work-based learning, accountability, and school improvement.

The 25 regional career preparation plans will be submitted in May to the Michigan Department of Career Development for approval.



## Youth Overcome Barriers to Success

**M**any young people in the Adjudicated Youth/Foster Care Services Program are finding the help they need to get started on the road to a successful career.

The program is designed to help youth newly released from the juvenile court system, as well as youth in foster care who have physical, emotional, mental or developmental disabilities, realize their potential through a series of support services.

The Michigan Rehabilitation Services (MRS) division of the Department of Career Development and the Family Independence Agency (FIA) have operated the program in Wayne County for the past few years. The young people who participate receive whatever services will help them overcome personal barriers to success. These have included

motivational programs, vocational evaluations, professional counseling, medical and dental assistance, on-the-job training, vocational training, transportation and placement assistance, job interview training, and follow-up services.

Some participants are enrolled in universities or community colleges. Others have received, or are receiving, training to become nurses, medical technicians, bricklayers, auto mechanics, auto body workers, machinists, truck drivers, and printers.

A number of youth in the program have gained entry-level jobs, although the goal is to use these work experiences as job-tryouts or on-the-job evaluations.

Sadie L.M. Hawkins, 20, of Detroit, is an MRS client in the Foster Care Services part of the program and one of its success stories. She's a junior at Ferris

State University, majoring in criminal justice, and plans to graduate next year and become a juvenile justice counselor.

"I really like the program," Hawkins said. "It's a good program and it's helped me so much financially [with college expenses]." She also said that Herb Black, her MRS counselor, has been "very helpful and supportive."

Hawkins said she wants to become a counselor so she can help other youth. "I'm making it and I want to reach back and help others and let them know they can make it. I want to help them make the right choice."

For more information, contact Herb Black at the Detroit Milwaukee Street MRS office at (313) 871-3800, or Eric Gorman, Taylor MRS office, at (734) 285-2707.

## Get Prevailing Wage Information Faster!

In October 2000, the Employment Service Agency (ESA) of the Michigan Department of Career Development launched a Web site for the Alien Labor Certification (ALC) program.

Internet users can submit requests online for prevailing wage determinations, access federal Web sites to download related information and forms required to process ALC applications, and link to the Michigan Talent Bank to locate U.S. workers for job openings.

The component that employers are most excited about is the online submission of the "Request for Prevailing Wage." It is the first system of its kind in the nation.

Each position for which an employer seeks certification requires that the wage offered

be 95 percent of, or exceed, the determined prevailing wage for that occupation. The ability to request prevailing wage information online greatly expedites the labor certification process.

In the past, employers' attorneys or human resource staff submitted Prevailing Wage Request forms by mail, with a two- to three-week average time for processing and return. With the new online system, Prevailing Wage Requests are received immediately upon submittal, efficiently completed, and returned within 48 hours.

Nearly all requests for prevailing wage information are now being filed electronically. Attorneys and major employers within Michigan as well as out-of-state users have been quick

to register online to be eligible to use the system.

The response from users has been overwhelmingly positive. Timothy O'Leary of Washington, D.C., said, "As an attorney who submits numerous Prevailing Wage Requests to your office, I greatly appreciate your efforts to make Michigan's request system the most efficient and advanced system I am aware of in the U.S. I will be surprised if other states do not follow you. Your system saves time and money both to the applicant and to the ESA."

The ALC program site can be accessed directly at [www.michalienlaborcert.org](http://www.michalienlaborcert.org), or through Related Links on MDCCD's Web site, [www.MDCCD.org](http://www.MDCCD.org).

**K**ay Penner, who has been executive director of the Michigan Works! Association since 1993, will retire at the end of February. During her tenure at the Association, the world of workforce development in Michigan has grown significantly.

In 1993, the sole responsibility of local Private Industry Councils was the Job Training Partnership Act (JTPA) and its programs. Now, Michigan's 25 Workforce Development Boards are respon-

sible for implementing mandates of the Workforce Investment Act, Work First, the Michigan Talent Bank, and a new adult education initiative, Partnership for Adult Learning (PAL). The Association has facilitated these changes to help create a highly accessible system for both employers and job seekers.

Penner came to Michigan Works! from the Michigan Jobs Commission. She began her career in state government in 1984 at the Department of Licensing and Regulation, and

then she moved to the Michigan Department of Labor, where she served as chief of staff.

Previously, she was a high school English teacher in California and Michigan and served for 10 years on a local school board, three of those years as board president.



Kay Penner

## Merit Award Program Has Three Options

**What's this I keep hearing about different ways to qualify for a Michigan Merit Award?**

"Oh, you're referring to Option A and Option B."

**Please, no alphabet soup for me; just give me the scoop.**

"Well, prior to last year, there were two ways that students could qualify for the Merit Award, which, by the way, is \$2,500 to attend in-state schools or \$1,000 to attend out-of-state institutions. They could pass all four parts of the MEAP test to qualify, OR they could qualify by passing two parts of the MEAP test and performing in the top 25th percentile of the ACT or SAT. We call this latter way Option A."

**So, what's B?**

"Now, a student can also qualify for a Merit Award if he or she passes two parts of the MEAP test and achieves passing scores on five of eight ACT Work Keys assessments. We call this Option B. If a student qualifies for a Michigan Merit Award under Option B, the award can be used at any approved postsecondary school for anything other than general studies, liberal arts, or similar training."

**What kinds of skills does Work Keys assess?**

"The Michigan Merit Award Board has approved the use of five Work Keys assessments. The assessments and their qualifying scores are:

Applied Mathematics (6), Reading for Information (6), Writing (4), Locating Information (4), and Teamwork (5)."

**They sound like skills employers would appreciate.**

"Exactly; these skills are important for any employee to have, regardless of career choice."

**Where can I find out more about this Work Keys option?**

"Your questions just keep getting easier. Call the Michigan Merit Award office at 1-888-95-MERIT, or go to [www.MeritAward.state.mi.us](http://www.MeritAward.state.mi.us) on the Internet. You'll find all the information you'll need."

## MDCD Staff Cited for Excellence

Fifteen Michigan Department of Career Development (MDCD) staff were honored this past fall for their contributions toward the growth and success of the Department. Dr. Barbara Bolin, MDCD director, personally visited and congratulated each winner at his or her work site.

Receiving Bolin Recognition Awards in the Perfect Game category were James Kehrer, Employment Service Agency, Benton Harbor, and Carol Moore-Fitzgerald, Michigan Rehabilitation Services, Lansing. This category recognizes staff who are proactive in recognizing a problem or need with a customer and then follow up to ensure that the issue or problem is resolved to the customer's satisfaction.

The team of Jim Garrison and Holly LaBelle, Michigan Rehabilitation Services, Mt. Pleasant, won

the Jackpot award for proposing and implementing ways of doing the job that result in measurable savings in time, money, and materials.

Jeff Eagle, Employment Service Agency, Midland; Robert Sherer, Policy Office, Lansing; and the Lansing-based Information Technology team of Don Babcock, Martha Hanley, Jim Bischoff, Carolyn Davis, Peter McFarlane, Matt Rowley, Dave Archer, Paula Brzezinski, and Heather Carpenter were Tenth Pin winners. This category recognizes staff whose leadership results in a successful outcome through cooperation, communication, collaboration, initiative, and a can-do attitude.

Each winner receives a gift made by students at the Michigan Career and Technical Institute. For more information, contact Susan Turney at (517) 241-8631.

## Local Apprenticeship Coordinator Shares Secrets of Success

**M**ichigan's School-to-Registered Apprenticeship (STRA) consortium looks for 2001 to be a banner year for student placements. The consortium is a formal partnership among the United States Department of Labor, Bureau of Apprenticeship and Training (USDOL-BAT), Michigan Department of Career Development (MDCD), and member school districts, career-technical centers, community colleges, and training groups.

Since its beginning in 1997, the STRA partnership has trained nearly 200 school-based coordinators to act as extensions of the six USDOL-BAT representatives covering the state. These local coordinators are responsible for establishing nearly 1,000 new apprenticeships. While this appears to be a significant number, the STRA leadership has taken time to consider: why not more?

To answer this question, we enlisted the help of **Roland Leone, STRA coordinator from Macomb County**, working out of the Pankow Vocational-Technical Center. He is responsible for nearly half of all STRA placements to date. Consortium members were interested in his thoughts about what it takes to be a successful coordinator. Following is a conversation with Roland Leone:

**STRA: Roland, you have enjoyed unusual success with STRA placements. What do you feel has contributed to your success?**

**RL:** First, let me tell you a little about my background. When I retired from the federal government about five years back, I quickly realized that I was far too young to stop working. I immediately began looking for a job with flexible hours and that allowed me to work with young people. I was an apprentice myself, so when I heard about the STRA position, I jumped at it.

**STRA: Tell us more about the flexibility.**

**RL:** I am not a teacher, so I have no fixed time commitments like a class schedule. This, I believe, is one of the keys to my success. I am able and willing to meet with an employer anytime. I have visited machine shops at 6:00 a.m. and designed houses at midnight because these were the times business owners were available. While many of my STRA colleagues are limited to visiting employers between the end of class and 5:00 p.m., I can go anytime.

**STRA: How about travel?**

**RL:** I am fortunate that my mileage budget is ample and under my discretion. While I do a lot of prospecting and follow-up via telephone, there is no substitute for face-to-face discussions with employers and prospective apprentices. The ability to quickly get to an employer, at his or her business, is very important.

**STRA: Tell us about your marketing efforts.**

**RL:** First, I never turn down an opportunity to do presentations about STRA. Local service clubs like the Rotary and Lions have been particularly receptive to my presentations, and I've gained a lot of placements through these. I also present to trade groups like home-builders, and I especially enjoy doing career fairs at the local schools. I do a few mailings, but I try to leverage my efforts by combining with the Macomb Career Preparation Office, the community college, and any other school-related marketing effort. I believe that going alone for STRA marketing is not cost effective.

**STRA: What about your personal skills—how have they contributed to your success?**

**RL:** I have a strong commitment to customer service. I consider the student, his or her family, the school, and especially the employer to be my customers. I will do everything I can to ensure that a STRA placement is a positive experience for everyone involved. Being flexible and willing to negotiate helps. Any way you look at it, customer service is important.

I'm also not afraid to knock on doors or make "cold" calls. One of my best placements happened because I was driving through an industrial park and noticed a new business. I wheeled into the parking lot and went inside. I was lucky enough to find the owner in the lobby, and by the time I left two hours later, we had most of an apprenticeship agreement written. It took only a week beyond that to place a student and another week to get the paper work signed. In three weeks we had another certified placement. Sure, I was lucky, but if I hadn't stopped in, it might not have happened.

**Roland Leone can be reached at the Pankow Vocational-Technical Center at (810) 783-6570, ext. 1347.**

**"I have visited machine shops at 6:00 a.m. and designed houses at midnight because these were the times business owners were available."**

—Roland Leone, STRA Coordinator

**Questions regarding Michigan's School-to-Registered Apprenticeship partnership may be directed to your local career-technical center or Timothy Jackson, MCCTE, at 1-800-292-1606, ext. 6.**



**R**ecognizing the acute need for highly skilled workers in the construction trades, the Office of Career and Technical Preparation in the Michigan Department of Career Development has tapped the instructional expertise of the Van Buren Technical Center for help with construction-related mathematics. The result of this grant project is an in-depth math curriculum with a construction context.

Last summer, Van Buren's Integrated Technology Coordinator Mary Fudge and Construction Trades Instructor Steve Anderson identified the mathematics competencies students need to meet their course requirements, then sought construction situations upon which to build examples. The result is a series of lessons in masonry, framing, roofing, and general construction that

supports math concepts ranging from basic arithmetic through trigonometry.

Students who successfully complete the construction mathematics portion of the building construction curriculum are awarded the mathematics credit necessary to satisfy local graduation requirements—and be job-ready.

After reviewing this mathematics curriculum, Dick Brunvand, assistant executive vice president of the Michigan Chapter of the Associated General Contractors (AGC), gave his full support. "Today, math and reading skills are important elements on the job, where there are blueprints to read, grade stakes to interpret, installation and service manuals to follow, angles to calculate, and material quantities to determine. The construction mathematics unit covers all of the math concepts I would expect an

entry-level worker to have at his or her command."

Recognizing its role in supporting educational initiatives for the future construction workforce, AGC provides scholarships and educational opportunities for students in a variety of ways. Readers can learn more about construction careers at [www.constructioncareers.com](http://www.constructioncareers.com).

The Van Buren construction mathematics curriculum made its debut in CD-ROM format, but it is now available at [www.vbisd.org](http://www.vbisd.org) as a collection of MSWord files. Instructors are able to review lessons, download those of interest, and modify them as necessary. Each lesson is complete with explanations, diagrams, instructive problems, and an answer key.

For more information on the construction mathematics curriculum, contact Mary Fudge at (616) 674-8091.

## Professional Development Opportunities

Date	Event	Location	Contact
March 13	Risk Management Planning for Work-Based Learning	Marriott at University Place East Lansing; Fee: \$90	Maryal Debnar 800-292-1606 ext.4
March 14	Writing Effective Action Plans	Marriott at University Place East Lansing; Fee: \$75	Maryal Debnar 800-292-1606 ext.4
March 20–21	Michigan Association for Adult & Continuing Education (MAACE) Annual Conference	Sheraton Hotel Lansing	Nancy Morey (517) 337-8360
March 26–27	Michigan Transition Services Association Annual Conference and Transition Sharing Fair	Bavarian Inn Frankenmuth	Diann Robinson (616) 467-5420 or Joetta Cherry (616) 467-5444
April 1–4	2001 Correctional Education Association Conference	Sheraton Inn Ann Arbor	Nancy Berkompas (906) 495-2275
April 6–7	Allied Health Technologies Spring Update 2001	Crowne Plaza & Holiday Inn Express & Suites Ann Arbor; Fee: \$150	Maryal Debnar 800-292-1606 ext.4

## Career Pathways Flier Available

A free guide to Career Pathways for educators, employers, and parents & students is available from the Michigan Department of Career Development by calling the toll-free number, 1-866-MY-GOALS.

# Hats Off to Exceptional People

## Ike McKinnon

**B**eing a responsible adult and taking charge of your destiny—these are the themes most often articulated by Dr. Isaiah “Ike” McKinnon as he speaks before groups of middle and high school students in Metropolitan Detroit.

A native of Detroit, McKinnon was that city’s chief of police from 1994 to 1998 after serving 29 years in law enforcement. He now enjoys sharing his experiences with as many young people as he can in the hope that he can inspire them to choose the right path in life.

“I share my goals and aspirations, my fears and frailties, to make young people feel as if we are all part of one big team,” he says. “I grew up extremely poor in Detroit, was the victim of police brutality, was told by a high school teacher that I couldn’t learn, and was shot at as a police officer. My message is

that whatever the hurdle, whatever the roadblock, you can overcome it and take charge of your own destiny and life.”

McKinnon also tells his audiences that they can have a positive impact on someone else’s life. He relates the story of how two teachers made a great difference in his life and the subsequent road he chose as a young man, and how he, in turn, has impacted others’ lives, particularly in his work as a police officer.

In addition to his motivational speaking, McKinnon is an associate professor at the University of Detroit-Mercy and a safety consultant and on-air personality for WDIV-TV,

Detroit. He won an Emmy in 1999 for his TV program, “Stay Safe with Ike.”



He holds a doctor of philosophy degree from Michigan State University, a master’s degree from the University of Detroit, and a bachelor’s degree from Mercy College. He is also a graduate of the FBI National Academy and the U.S. Secret Service Dignitary Protection School.

He serves on the Michigan Merit Award Board and is a member of the International Association of Chiefs of Police, FBI National Academy Graduates Association, and Mothers Against Drunk Driving, among many other organizations.

## Ted Haworth



Theodore “Ted” Haworth, independent living program coordinator with Michigan Rehabilitation Services (MRS), a division of the Michigan Department of Career Development, was honored in December as Michigan’s “Independent Living Champion for 2000.” The award was given by the Michigan Association of Independent Centers for Independent Living (MACIL).

“Ted has labored quietly promoting independent living and trying to help new centers

for independent living,” said Elizabeth O’Hara, MACIL executive director.

“He has contributed enormously to policy discussions and has worked to provide innovative funding mechanisms,” she said. “He is always encouraging MACIL members to think about the needs of new centers for independent living and is always ready to provide technical assistance.”

The MACIL award was initiated in 1998 to recognize individuals “who have contributed in a major way” to the independent living movement, O’Hara said. It was presented to State Senator Glenn Steil in 1998 and to Attorney General Jennifer Granholm in 1999.

MACIL is the professional association for the state’s centers for independent living (CILs). There are ten fully operating CILs in Michigan that assist persons with disabilities who want to take responsibility for their own lives and function actively in all aspects of society. Five additional centers are in the development stage.

Haworth has been with MRS for the past 16 years and previously worked for the Family Independence Agency for 19 years. A political science graduate of The University of Michigan, he also studied at Yale Divinity School.

# Who Bring Honor to Michigan

## Community Service

### Marylou Olivarez-Mason



Outstanding service to the Hispanic community and to women has earned Marylou Olivarez-Mason, executive director of the Michigan Department of Career Development's Commission on Spanish-Speaking Affairs.

This past September, Olivarez-Mason received the Cesar Chavez Community Service Award from the U.S. Hispanic Leadership Institute. In November, she received both the Ordinary Women Doing Extraordinary Things Award from the Michigan Chapter of the National Women's History Project and the Regional Mujer Award from the National Hispana Leadership Institute.

Olivarez-Mason worked as a migrant worker during childhood, got married right after high school, and then became a single parent with five small children to raise.

"After I became a single parent, I looked at the world in a different way," she said. "I worked two jobs because I didn't want to be a welfare mother."

She went back to school and took a class whenever she could afford to pay for one and eventually went into the nursing profession. She also became involved in school and church activities and many organizations. "If I see there's a need for something, I'm there," she said.

The Cesar Chavez Community Service Award is presented to individuals whose unselfish

commitment to community service best emulates the dedication and spirit of the late Cesar Chavez.

The Ordinary Women Doing Extraordinary Things Award is presented to women whose lives and actions have positively affected and significantly advanced the status of women and served as positive examples for all people.

The Regional Mujer Award is presented to Hispanic women who have made significant contributions to the empowerment and well being of the Hispanic community.



### MDCD Calendar of Events

March 9-10	<b>West Michigan Regional FIRST Robotics Competition</b> Time: 9:00 a.m. to 4:00 p.m. Location: Grand Center, Grand Rapids Call Natalie Lowell at (616) 254-2001
March 22-24	<b>Great Lakes Regional FIRST Robotics Competition</b> Time: 9:00 a.m. to 4:00 p.m. Location: Eastern MI University, Ypsilanti Call Kathy DeLorenzo at (248) 645-6673
March 28	<b>Governor's Workforce Commission Meeting</b> Location: Freedom Acres School, Ionia Call (517) 335-7421 for more information
May 10-12	<b>Michigan Marketing Educators Spring Conference</b> Theme: Marketing Hospitality Careers Location: Mission Point Resort, Mackinac Is. Fee: \$150.00 Call Dave Wait at (734) 487-3322
May 15	<b>National Center for Employee Ownership Stock Options Workshop</b> Location: Courtyard by Marriott, Ann Arbor Call Colleen Fedick at (510) 208-1300
May 16	<b>Governor's Workforce Commission Meeting</b> Location: MI Career & Technical Inst., Plainwell Call (517) 335-7421 for more information

For more information, please go to the MD CD Calendar of Events at [www.MD CD.org](http://www.MD CD.org)

### Michiganians with Disabilities Assisted into Jobs

The Michigan Rehabilitation Services (MRS) division of the Department of Career Development assisted 7,590 Michigan residents with disabilities into jobs in FY 2000.

Rehabilitation counselors at the 35 MRS field offices as well as Michigan Works! Service Centers across the state provide job preparation and placement services for youths and adults with disabilities. In addition, MRS business service representatives assist employers with disability-related issues.

For more information, call 1-800-605-6722 (voice) or 1-888-605-6722 (TTY), or visit on the Web at: [www.mrs.state.mi.us](http://www.mrs.state.mi.us).





State of Michigan  
Michigan Department  
of Career Development  
201 N. Washington Square  
Victor Office Center, 1st Floor  
Lansing, Michigan 48913



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### CareerWise Newsletter

Editor: Lynne Estell  
Designer: Gina DiNatale Coon

Contributing Writers:  
Ardis Cazeno, Jolyn Hillebrand,  
Timothy Jackson, William King,  
Marilyn Maloney, Robert Rice,  
Susan Turney, and Denise Yee

Phone: 1-866-MY-GOALS  
(Voice/TTY)  
Fax: (517) 241-0593  
E-mail: [career@state.mi.us](mailto:career@state.mi.us)

Visit our Web site at:  
[www.MDCD.org](http://www.MDCD.org)

The Michigan Department of Career Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.



State of Michigan  
Michigan Department of Career Development  
Quantity: 15,000; Cost \$5,737; Unit Cost: \$.382

## Career Exploration on the Lake!

**T**he Michigan Career and Technical Institute (MCTI) has announced that its popular transition program for high school students with disabilities will be offered again this summer.

Called the Pine Lake Experience, the week-long career exploration camp began as a pilot program on the rural Barry County campus in 1998. Three sessions are scheduled for 2001: July 15–20; July 22–27; and July 29–August 3.

Campers will explore their strengths and interests, develop team-building skills, and get hands-on experiences in many of the school's 12 career training areas. They will also have an opportunity to participate in a variety of recreational activities, including swimming,

boating, fishing, archery, bowling, crafts, and an overnight tent camping experience.

Cost of the camp is \$400, which provides for program and health services staff, food services, lodging, off-campus activities, transportation, and site maintenance. This fee may be paid by a parent or a sponsoring organization, such as Michigan Rehabilitation Services or a school district. In addition, a limited number of scholarships are available based on financial need.

For registration, financial, and medical forms, contact



Kathy Fretz at 1-877-901-7360 (toll-free, voice/TTY), or by E-mail: [fretzk@state.mi.us](mailto:fretzk@state.mi.us).

Operated by the Michigan Department of Career Development, MCTI has provided career training and support services for adults with disabilities since 1944. Visit the school on the Internet at [www.MCTI.org](http://www.MCTI.org).